

# Department of Inspection & Appeals Facts – FY '11

<http://www.state.ia.us/government/dia/index.html>



## General Information

**Address:** Lucas Building  
321 East 12<sup>th</sup> Street  
Des Moines, IA 50319-0083

## Workforce Data (unless otherwise noted, information provided is at the end of FY '11)

# FT EEs: 534	# PT EEs: 30	# Temporary EEs: 22	Average Length of Service: 11.55
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Span of Control: 12.69	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: 25
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	191	<25	0	45-54	16	# of Females:	346	# of Males:	188
25-34	62	55-64	138	25-34	3	55-64	15	% of WF:	64.79%	% of WF:	35.21%
35-44	133	65+	10	35-44	8	65+	0	Average Age:	48.33	Average Age:	47.72
Employee Average Age: 48.12				Supervisor Average Age: 50.52				Average Length of Service: 11.61		Average Length of Service: 11.44	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	33	# of African-American:	10	# of Non-minorities:	482
% of Workforce:	6.18%	# of Asian:	11	% of Workforce:	90.26%
Average Age:	43.48	# of American Indian:	2	Average Age:	48.31
Average Length of Service:	9.93	# of Hispanic or Latino:	10	Average Length of Service:	11.50

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	19	# of Persons With Non-Disabilities:	482
% of Workforce:	3.56%	% of Workforce:	90.26%
Average Age:	53.63	Average Age:	47.74
Average Length of Service:	14.80	Average Length of Service:	11.11

Officials/Administrators EEO Category 1: 30	Professionals EEO Category 2: 431	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 69	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 7.51%	Hire Rate: 17.79%	Number Hires: 69	Transfer In: 21
Retirements: 7	All Terminations: 15	Voluntary Quits: 12	Transfer Out: 4

# of Classes Used: 58	Most Populous Classes: Public Defender 2 (86), Health Facilities Surveyor (78), Gaming Representative 2 (33)		
Separations - By Class:	Health Facilities Surveyor (7), Public Defender 2 (6), Secretary 1 (4)		
# Eligible for Retirement:	102 in the next 5 years	% Eligible: 19.10%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '11)

Vacation Payouts: \$298,676.86	Sick Leave Payouts: \$16,000.00	Annual Payroll: \$36,155,298.53	Avg. Base Salary: \$66,410	Overtime Days Worked: 54.3
Overtime Cost: \$16,995.73	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$2,778,423.98	Vacation Days Earned: 10,677.0	Vacation Used Expense: \$2,572,683.20	Vacation Days Taken: 9,786.4
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 8,975.6	Reg. Sick Leave Used Expense: \$904,108.04	Reg. Sick Leave Days Used: 3,792.8	Converted Sick Leave To Vacation Days Used: 1,077.5
	Sick Leave -Earned Value: \$2,172,546.92		Avg. Sick Leave Days Per EE: 7.10	Converted Sick Leave To Vacation Used Expense: \$303,179.35
Injury Leave Used Expense: \$6,989.26	Injury Leave Days Used: 27.6	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 12 Up (Vacant): 0 Down (Filled): 17 Down (Vacant): 5 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-156,509.60	<u>Grievances</u> Contract Grievances: 4 Disciplinary: 3 Language: 1 Non-Contract Grievances: 1 Disciplinary: 1 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$54,687.85	Funeral Days Used: 229.4	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$2,682.15	Jury Leave Days Used: 10.7	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '11. Vacancies and laterals were not calculated into the "cost."

Sources: AS400 Queries; "Just the Facts for FY11" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.  
Date of Completion: December 2011